



**Utrecht University**

**Faculty of Geosciences**  
Copernicus Institute of  
Sustainable Development



**Chair in Sustainable Business**  
**April 2019**

Bright minds, better future

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# Working at Utrecht University



**At Utrecht University, we work together towards a better future for all of us. With our more than 6,000 members of staff, we provide socially relevant research and high-quality education. The University is an actively involved and committed part of our society, with the added value of an open mind about societal issues. We cooperate with other (international) universities, trade and industry, the authorities, the cultural sector and societal organizations. Working at Utrecht University means working at the best university in the Netherlands.**

# About Utrecht University

**Founded in 1636, Utrecht University is one of the oldest universities in the Netherlands and is amongst the largest in Europe. Utrecht University is an international research university of the highest quality. This has been demonstrated for many years by its high positions in international rankings such as the Shanghai Ranking and the Times Higher Ranking. The University is located in the centre of The Netherlands in the attractive and culturally vibrant city of Utrecht. The Utrecht region is among the most economically competitive regions in Europe, and a hub for science, innovation and education.**

makes Utrecht University what it is today. Through innovative research and education, they have contributed to the University's mission in society: Bright Minds, Better Future.

## MISSION

The university's mission is working to contribute to a better world. Our graduates have the knowledge and skills to make a substantial contribution to society. Our research is ground-breaking and focused on solving major global issues. Our collaborative culture fosters innovation, new insights and societal impact.

Utrecht University is working hard on a sustainable world within and outside the University. That is why it will be CO2 neutral by 2030.

## BRIGHT MINDS, BETTER FUTURE

The University is the alma mater of many leading names, academics and scientists who have made an important contribution to the quality of society.

These include Nobel Prize winner Christiaan Eijkman, one of the first to discover vitamins, neuro-pharmacologist David de Wied and the most recent Nobel Prize winner, theoretical scientist Gerard 't Hooft. All these scientists and academics, from far in the past up to the present day, are what

## CORE VALUES

Inspiration, ambition, independence and commitment are the core values that guide the conduct and attitude of the staff and students at Utrecht University.

More information can be found in Utrecht University's [Strategic Plan 2016-2020](#).





## INTERDISCIPLINARY RESEARCH AND EDUCATION

The quality of research at the University is demonstrated by positive research evaluations and a high position in international league tables. Research at Utrecht University is focused and aims to connect scientific excellence and fundamental research with societal change. Utrecht University has a culture of cooperation. Our students are challenged to look beyond their own discipline and to gain experience in interdisciplinary issues. Our researchers collaborate in interdisciplinary contexts, while maintaining a strong base in their own discipline. Interdisciplinary research within the university is focused on four strategic themes which relate to societal challenges:

**Pathways to Sustainability** – Utrecht University makes an active contribution to a sustainable society by sharing academic knowledge and by providing an inspirational example for others.

**Dynamics of Youth** – Dynamics of Youth researches the development of young people in a rapidly changing society. Who is at risk and how can we ensure the optimal conditions for individual and social development?

**Institutions for Open Societies** – How do institutions – the formal and informal rules of human action – contribute to long-term prosperity, equality and democracy?

**Life Sciences** – (including those transmitted from animals to humans) and chronic diseases such as cancer and cardiovascular diseases pose major social problems that demand new medicines and technologies. Infectious diseases.

## STRUCTURE

Utrecht University boasts seven faculties and three teaching institutes. Each faculty consists of a number of departments. Each department coordinates the research and teaching programmes of a specific field of science. Scientific staff are appointed at department level.

### Faculties

- Faculty of Geosciences
- Faculty of Humanities
- Faculty of Law, Economics and Governance
- Faculty of Medicine
- Faculty of Science
- Faculty of Social and Behavioural Sciences
- Faculty of Veterinary Medicine.

### Teaching institutes

- University College Roosevelt
- University College Utrecht
- Centrum voor Onderwijs en Leren (website in Dutch).

## 100 YEARS OF FEMALE PROFESSORS

The 10th of February 2017 marks 100 years since Johanna Westerdijk held her inaugural address at Utrecht University as the first female Professor in the Netherlands. She was a Professor of Phytopathology as well as the Director of the CBS-KNAW Fungal Biodiversity Centre.

For more information on Utrecht University please visit: [www.uu.nl/en](http://www.uu.nl/en)

# Faculty of Geosciences



**The Faculty of Geosciences was created in 2003 from a merger between the faculties of Earth Sciences and Geography. However, the origins of geosciences research in Utrecht date back to over 120 years earlier when a chair of Geology and Mineralogy was endowed in what was then the Faculty of Physical Sciences. Today the Faculty is the largest academic institute for geosciences in the Netherlands, with 2700 students studying in 4 Bachelor's and 14 Master's degree programmes. The Faculty offers a comprehensive range of geoscience courses in both the sciences and social sciences. This unique combination within a single faculty enables students to look beyond the limits of their own courses and to study scientific and social issues in an integrated context.**

In cooperation with the City and Province of Utrecht the Faculty is seeking to present the Utrecht region as a centre of excellence on environmental, spatial planning and sustainability issues, both within and outside Europe. The Faculty has a long track record in fundamental knowledge of the Earth and urban and regional development on all time and spatial scales, and this means it can make a significant contribution to providing integrated solutions for the challenges currently facing society.

In the spring of 2018, the faculty moved to a new building with state of the art facilities. The building accommodates a restaurant and bicycle parking facilities, which is shared with TNO and Deltares.

## STRUCTURE

The Faculty, led by the Dean, Professor Wilco Hazeleger as of 1 July 2019, comprises four departments, namely:

- Earth sciences;
- Physical Geography;
- Sustainable Development (Copernicus Institute of Sustainable Development);
- Human Geography and Spatial Planning.

Each department houses an institute and multiple research groups which makes up the research activity of the Faculty. For a full list of the institutes and groups please visit: <https://www.uu.nl/en/organisation/faculty-of-geosciences/research>.

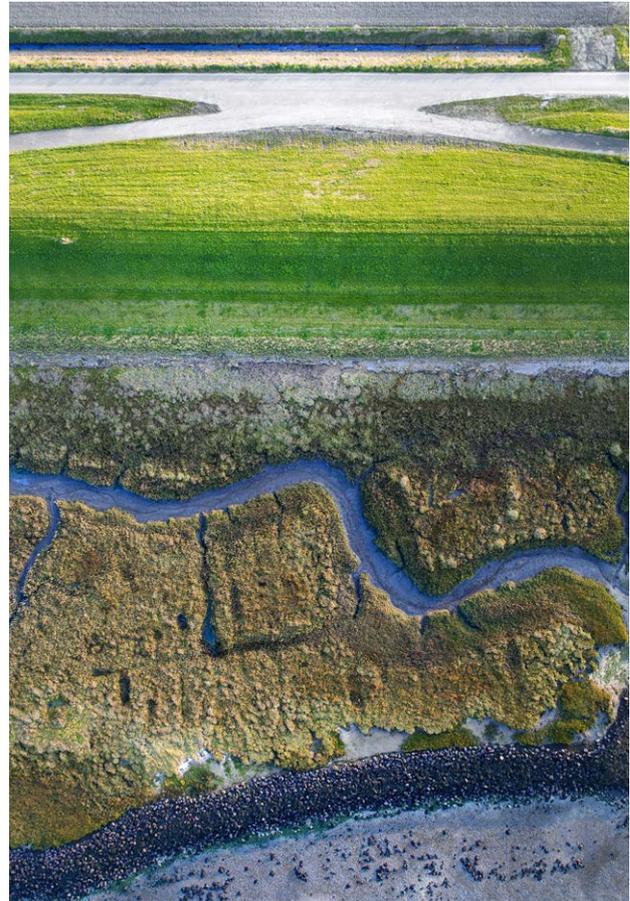
## RESEARCH

The Faculty of Geosciences performs at top-level research with a clear focus, excellent research groups, and with deep, leading partnerships. Geosciences plays a key role in the University's strategic theme of 'Sustainability'; looking to bring

together research ranging from the core of the Earth to the city, with a focus on water, energy and a healthy environment. Sustainability research in the field of climate change and ecosystems has the greatest impact worldwide. That is the conclusion of a study conducted by Times Higher Education. Utrecht's scientific publications in the category 'Environmental Sciences' between 2011 and 2015 score higher for citation impact than publications by universities such as Stanford and Harvard.

The Faculty of Geosciences focuses on the following themes in particular:

- **Future Energy and Resources** – Can we provide good solutions for the global demand for energy and resources? In this research, the emphasis is on generating, storing and saving energy on the one hand, and making better use of current energy sources on the other.
- **Healthy Urban Living** – How healthy is living in a large, densely populated city? The Healthy Urban Living research theme is trying to find answers to this question, as well as studying ways to promote the health of the city and its inhabitants.
- **Water, Climate and Ecosystems** – What influences the climate and what effect does that have on the Earth? Our studies range from the interaction between oceans and ecosystems to the quality and availability of our drinking water.
- **Future Deltas** – Deltas are increasingly under pressure from human impact and climate change. In order to develop delta management strategies we need to understand natural and societal systems, their drivers and how these interact.



## EDUCATION

The Faculty promotes an ambitious study environment, focusing on developing talent and quality. The quality of education is assessed as good to very good, both by educational review boards and in surveys of students and professors. The high quality programmes, the broad and attractive range of courses and the proven quality of teaching staff attract students both from the Netherlands and abroad.

For more information on Bachelor's and Master's programs please visit: <https://www.uu.nl/en/organisation/faculty-of-geosciences/studying>.

## MISSION AND STRATEGY

A leader in the field of Earth studies and sustainability, the Faculty of Geosciences stands for high-quality teaching in a challenging educational environment, and aims to be an active discussion partner in the social debate.

The Faculty's Strategic Plan can be downloaded here: [Strategieplan GEO 2017-2020](#)



# Copernicus Institute of Sustainable Development



**The Copernicus Institute of Sustainable Development is the scientific institute for sustainability research and teaching of Utrecht University. The overarching research focus is on understanding the transition to a sustainable society. Roughly 200 researchers from several disciplines contribute to this topic. The Copernicus institute strives to excel in creating societal impact by providing highly relevant research outcomes based on both disciplinary and multidisciplinary knowledge development.**

The Copernicus Institute of Sustainable Development investigates processes and opportunities for innovative change towards sustainability. The institute seeks to contribute to the development of knowledge and techniques as well as methods and instruments in the field of sustainable development, taking note of and taking actively part in related social debates and policy processes. It is the ambition of the institute to make a difference – in science and education, and in society at large – by supporting the transition towards a sustainable world. This transformation is

a multidisciplinary process requiring a variety of disciplines. The Copernicus Institute offers a unique multidisciplinary environment in this complex field. Given its background, the primary emphasis of the institute is on the environmental challenges faced by society and how society is coping with these challenges.

The Copernicus Institute of Sustainable Development is embedded in the Faculty of Geosciences at Utrecht University and consists of four research groups: Innovation Studies, Environmental Governance, Environmental Sciences and Energy and Resources. These groups function as primary organisational units for education and research. The Copernicus Institute of Sustainable Development currently comprises over 180 fte scientific staff, distributed over the sections. Present head of the institute is Prof. Marko Hekkert; Prof. Ellen Moors is Research Director and Dr. Jacco Farla is Director of Education. The Copernicus Institute is member of two KNAW approved research schools: SENSE and WTMC. In 2014 the SENSE research school has been assessed. In this assessment the international committee ranked the Copernicus Institute as the best research institute of all SENSE institutes.

## EDUCATION

The Copernicus Institute is responsible for two bachelor programs: 'Science and Innovation Management' and 'Global Sustainability Science'. Both attract 150 students per year. On top of this, four MSc programs are taught. Sustainable Business and Innovation is one of them. Teaching is a core activity in the Copernicus Institute and has created increasing financial income which has led to a strong growth of the institute in the past years.

For more information please visit:  
[www.uu.nl/en/research/copernicus-institute-of-sustainable-development](http://www.uu.nl/en/research/copernicus-institute-of-sustainable-development)

# Innovation Studies group

**The mission of the Innovation Studies Group is to understand and communicate the dynamics of emerging technologies and innovations that are relevant for societal problems.**

Examples of emerging technologies that are studied by the group are:

- Sustainable energy technologies
- Sustainable transportation technologies
- Nanotechnologies
- Medical biotechnology

## RESEARCH FOCUS

The Innovation Studies Group (ISG) studies innovation processes related to significant societal problems like climate change, non-sustainable energy provision, non-sustainable transportation system or the increasing costs of healthcare.

## EMERGING TECHNOLOGIES

We are especially interested in innovations related to technologies in an early stage of development. These so-called 'emerging technologies' are characterized by large technological, economic and societal uncertainties, by a wide variety of visions and expectations and by very volatile innovation dynamics.

## MULTIDISCIPLINARY RESEARCH AND TEACHING

The Innovation Studies Group is a multidisciplinary research and teaching group with researchers from backgrounds like natural science, economics, social geography, political sciences, computational sciences, sociology, and philosophy.

The basic starting point of our research is that innovation is a collective act that involves a multitude of actors who cooperate and compete in networks and who are stimulated and constrained by an institutional setting. The innovation systems perspective is the most suitable framework to capture the interrelated character of innovation processes. The resulting insights are the basis for policy strategies to support desirable innovation processes.



# Appointment of Chair in Sustainable Business



**The Faculty of Geosciences has a position for a professor Sustainable Business. It will be a full-time professorship within the Department of Sustainable Development also known as the Copernicus Institute of Sustainable Development, a leading institute in the field of Sustainability research. The chair is embedded in the Innovation Studies group that focusses on innovation and sustainability transitions. This chair is also embedded in the strategic themes *Institutions for Open Societies and Pathways to Sustainability of Utrecht University*, thereby strengthening the profile of Utrecht University in these two themes.**

The Innovation Studies Group predominantly studies change processes at the meso-level and at the professor level a focus on business is missing. By means of installing this chair the Innovation Studies Group broadens its focus by better positioning itself in the field of management studies as well. The aim of this chair is to study business strategies that go beyond incremental and adaptive change strategies. Instead the chairholder should

focus on businesses that radically change their business models in order to align them with the transformative changes that are needed in society. The chair also focuses on new businesses that have adopted a sustainable business model from the start.

## JOB DESCRIPTION

The chair is a full-time appointment including a management component. The appointee will be expected to spend 50% of time on research activities, 40% on teaching and 10% on management. The general tasks of the professor are:

## RESEARCH TASKS (50%)

- The chairholder should contribute to the excellent international scientific profile of the department. The chairholder is expected to develop and execute research in the field of Sustainable Business, to contribute to theory development in the fields of sustainability research and organization/management studies

and with this research to further strengthen the profile of the Copernicus Institute. We strive for a blend of publication output in interdisciplinary and business journals.

- We expect the chairholder to guide and supervise a small team of assistant professors active in the field of sustainable business.
- Obtaining external research funds for PhDs, postdocs and other projects is part of the tasks of the professor (resulting from successful grant applications in various national and international funding programmes, such as Horizon 2020, ERC, Belmont, NWO, etc.), as is the coaching of junior and senior staff. This includes training through coaching, and transfer of knowledge.
- The professor is expected to be active in societal outreach, communicate academic insights, network with societal organizations and to become a visible authority for non-academics in this field. This requires a deep interest in the real challenges that organizations are confronted with and to develop joint research projects with societal partners and firms. An impact-oriented research strategy fits with the rise of transdisciplinary research at Utrecht University.
- Working from an transdisciplinary perspective the professor needs to be creative and able to work outside her/his comfort zone.
- The professor is expected to initiate and stimulate research collaboration within the Copernicus Institute as well with other groups outside the institute. The large body of researchers on circular economy is a very good starting point for cooperation. Also the existing

strong ties with the scientific research themes of Utrecht University, in particular Institutions for Open Societies and Pathways to Sustainability are good starting points for cooperation.

### TEACHING TASKS (40%)

- The chairholder will strategically contribute to teaching programmes, especially to the master programmes 'Sustainable Business and Innovation' and 'Global Sustainability Science'. It is expected that the chairholder plays an important role in the alignment between the teaching programs and societal demand.
- Coordinate and teach courses in the BA and/or MA programmes and contribute to curriculum development, especially to the master programmes 'Sustainable Business and Innovation' and 'Global Sustainability Science'. Education tasks include the responsibility for full courses, lecturing, supervising master students with their thesis and contributions to specific programmes such as summer and winter schools. Several courses are offered at the moment where business and sustainability is the core theme (e.g., 'Business and Sustainability Challenges', 'Governance and Change Management for Sustainability', 'Business, Sustainability and Innovation'). It is expected that the newly appointed professor especially participates in these courses and defines interesting research topics for MSc theses in this field.





- Preferably, the candidate should function as figure head of the program Sustainable Business and Innovation. This includes managing the contacts with a wide range of businesses that are interested in the program and its students.

### MANAGEMENT TASKS (10%)

During the first 3 years typical professor duties are expected like becoming primary advisor of tenure track assistant professors, taking part in PhD committees and smaller faculty duties like membership of education committee. After three years the chairholder is expected to be open to taking up significant management tasks within the Copernicus Institute and the faculty, e.g. research director or section head. When increased management tasks are taken up, this will come at the expense of teaching and research.

### QUALIFICATIONS

The appointed professor should meet the general requirements of professors set out by Utrecht University and the Faculty of Geosciences.

Particular requirements for this position are:

- We require that the candidate has a PhD and proven strong relevant expertise, like Organization Studies, Transition Studies, Innovation Studies, Management Science, Sociology.
- Outstanding problem- and theory-guided research achievements demonstrated by an excellent publication record and evidence of research outputs which are consistently recognized as internationally excellent.
- Strong reputation in the international scientific community in the field of research as evidenced by successful engagement with international networks and projects and a recognized contribution to the development of the research field.
- Good relations with businesses and empirical knowledge about business strategy.
- An inspiring research vision including future collaboration with adjacent fields and groups.
- Research leadership as evidenced by significant contributions to establishing and leading research groups and engagement in mentoring of early career researchers.
- Proven experience in successful recruitment and excellent supervision of PhD students and post docs.
- Strong expertise in quantitative and/or qualitative research methodology.
- Significant contributions to the development of research proposals and successful experiences in acquisition of (inter)national research grants.
- Excellent experience in teaching at different levels (undergraduate, graduate and PhD programmes); making a significant contribution to the development and delivery of high-quality teaching at an internationally competitive level.
- Teaching leadership and management skills required to organise, to provide and to develop teaching programmes that enable students to achieve their potential.
- Excellent, social, organisational and management skills in teaching and research: a team player, bringing out the best in other people;

- Interest in societal challenges related to sustainable development, and the ambition to engage in interactions related to these topics. Strong and proven ability to communicate with the non-academic world.

Utrecht University employs a system of quality assessment for teaching and research, with consequences for career development. This system implies that, in addition to having a PhD in a relevant field of research, an eligible candidate also possesses appropriate senior level academic teaching and research qualifications; the Faculty may use an assessment as an instrument in the selection procedure. Utrecht University specifically encourages female candidates to apply.

## OFFER

The salary – depending on previous qualifications and experience – ranges from € 5,582 to € 8,127 gross per month for a full-time employment (scale H2 according to the Collective Employment Agreement of the Dutch Universities). The salary is supplemented with a holiday bonus of 8% and an end-of-year bonus of 8.3% per year. In addition we offer an excellent pension scheme, partially paid parental leave, and flexible employment conditions. More information is available at: [working at Utrecht University](#).

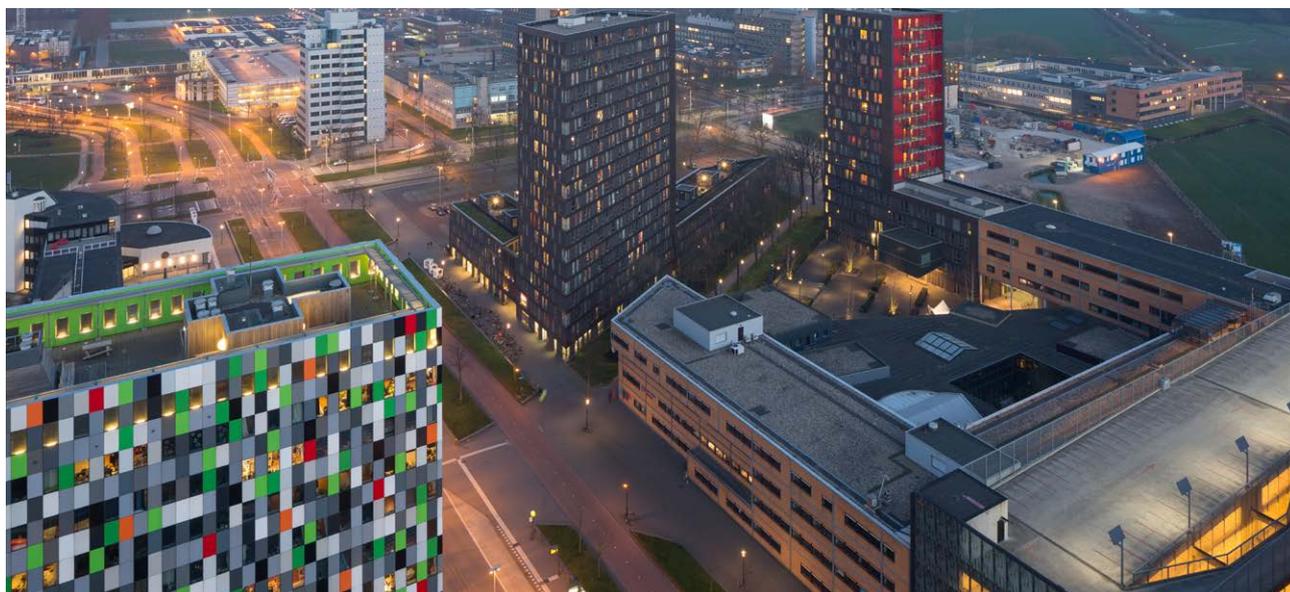
## ADDITIONAL INFORMATION

For more information please contact:  
Prof. dr. Marko Hekkert, [m.p.hekkert@uu.nl](mailto:m.p.hekkert@uu.nl)

## APPLY

Applications can be uploaded at [www.uu.nl/en/organisation/working-at-utrecht-university/jobs](http://www.uu.nl/en/organisation/working-at-utrecht-university/jobs). Please select 'Academic' and 'Geosciences' then search for the vacancy 'Full Professor in Sustainable Business'

The deadline for applications of this position is **Friday 24th May 2019**.



# Living and Working in Utrecht

## THE NETHERLANDS

The Kingdom of the Netherlands consists of twelve provinces in Western Europe (commonly known as the Netherlands) and three islands in the Caribbean. The Netherlands, (also known informally as Holland), with a population of over 16 million, is a constitutional monarchy with a parliamentary system. It is a geographically low-lying country, with about 20% of its area and 21% of its population located below sea level, and 50% of its land lying less than one metre above sea level. This small nation boasts a wealth of cultural heritage and is famous for its painters, windmills, tulips, clogs and notoriously flat lands. Today, international trade is still the main driver of economic growth. Holland is the sixteenth largest economy in the world and one of the ten leading exporting nations. As a modern European country, it preserves its highly international character and is known for its liberal mentality. As a founding member of the EU and NATO, and host to the International Court of Justice in The Hague, the Netherlands is at the heart of international cooperation. Its small size, welcoming attitude to travellers and many sights make it a unique and fairly easy to discover destination.

## ABOUT UTRECHT

Utrecht is located in the eastern corner of the Randstad conurbation, and is the fourth largest city in the Netherlands with a population of over 330,000. Utrecht's ancient city centre features many buildings and structures several dating as far back as the Early Middle Ages. Utrecht boasts beautiful canals with extraordinary wharf cellars housing cafés and terraces by the water. As well as the famous Dom tower, the city has hundreds of other monuments that each contribute to the special atmosphere in this centuries-old university town. There are also a broad variety of shops and boutiques which line the canals and streets in the inner city.

Utrecht Central Station forms the hub of the Dutch rail network, and is easily accessible directly, or with one change of train, from almost every station in the Netherlands. There are direct connections from Amsterdam and Schiphol Airport (even at night), both taking 30 minutes. The high-speed



train ICE to Cologne, Frankfurt and Basel stops in Utrecht and there are also daily night train (Euronight/CityNightline) connections to Berlin, Copenhagen, Prague, Warsaw, Zurich, Munich and Innsbruck (seasonal).

Utrecht has its own International school – the International School Utrecht (ISU). ISU provides a high quality and accessible international learning environment for children from diverse backgrounds. For more information please visit: <https://www.uu.nl/en/organisation/working-at-utrecht-university>.

## TAXATION

Certain categories of international staff (e.g. Researchers) can receive tax exemption on approximately thirty per cent of their gross salary. This is to compensate for the extra costs they incur in living abroad, such as having to rent temporary accommodation, etc. In principle, the 30% rule applies to staff who have been expressly recruited from another country and who have a formal contract of employment in the Netherlands.

## MORE INFORMATION

For more information on terms of employment at Utrecht University please see: <https://www.uu.nl/en/organisation/working-at-utrecht-university/terms-of-employment>.



